

TOPIC SHEET 1
HISTORY AND TRADITIONS OF THE CHIEF PETTY OFFICER

A. INTRODUCTION:

Topic 1 discusses the unique history of the Chief Petty Officer and the time honored traditions associated with becoming and carrying out your duties as a Chief Petty Officer. Also discussed is how the traditions are related to the Navy's Core Values.

B. ENABLING OBJECTIVES:

1.1 Describe the history of the Chief Petty Officer uniform and rate.

1.2 Describe the traditions of the Chief Petty Officer.

C. TOPIC PREPARATION: None

1. Read: There are no materials to be read prior to this lesson.
2. Complete: There are no assignments for completion prior to this lesson.

D. REFERENCES: None

E. SUPPLEMENTAL READINGS:

These readings are suggested as additional source of information. Although not required, you are encouraged to review these readings to broaden your perspective of the lesson.

1. Bearden, Bill. The Blue Jackets Manual, Twenty-first Edition. Naval Institute Press. Annapolis, Maryland. 1990.
2. Hagan, John. *Core Values and Naval Heritage, Intertwined and Inseparable*. Direct Line (Special Edition), Vol 16, No.3. May-June 1996.

F. INSTRUCTION SHEETS:

1. TS 1 History and Traditions of the Chief Petty Officer
2. OS 1-1 History and Traditions of the Chief Petty Officer
3. IS 1-2 History of the Chief Petty Officer Grade
4. IS 1-3 The Fouled Anchor
5. IS 1-4 History of the CPO Charge Book
6. IS 1-5 History of the Master Chief Petty Officer of the Navy

OUTLINE SHEET 1-1 HISTORY AND TRADITIONS OF THE CHIEF PETTY OFFICER

A. OUTLINE OF INSTRUCTION:

1. Introduction

In this lesson, we will discuss the history of the Chief Petty Officer and the traditions that over the years have set the rank of Chief Petty Officer in the United States Navy apart from the pay grade of E-7 in other branches of military service.

2. Why study history

This topic is important to you as a new Chief, because you now have the distinct responsibility of knowing and passing along this significant information.

History and traditions exert a profound influence upon human behavior. The effect is particularly marked in professional organizations such as the military which - because of imposed discipline - lends itself to passing on and perpetuating venerated customs, heroic traditions, and dignified ceremonies.

U.S. Naval history is a continuum of success, and its customs, traditions, and memory of past heroes help today's Sailor identify with the Navy's Core Values. Traditions bind us to the past and, at the same time, lend an air of dignity and respect to the modern Navy.

3. Pre-revolutionary War to end of Civil War

a. First use of the term "Chief"

The earliest example of the use of "Chief" was on the Continental Navy warship "Alfred" when Jacob Wasbie, a Cook's Mate, was promoted to "Chief Cook" on June 1, 1776.

b. "Chief Petty Officer" means "Primary Petty Officer"

Before 1865, there were two classes of Petty Officers: Petty Officers of the Line, and Petty Officers of the Staff. The Master at Arms title of Chief Petty Officer was one of function not rank with emphasis of the word "Chief" or primary. This is stated in the Navy Regulations from that time frame.

The Master-at-Arms will be the Chief Petty Officer of the ship in which he shall serve. All orders from him in regard to the police of the vessel, the preservation of order, and obedience to regulations must be obeyed by all Petty Officers and others of the crew. But he shall have no right to succession in command, and shall exercise no authority in matters not specified above.

c. Special set of values

It is evident that even in the earliest reference of the use of the term “Chief Petty Officer” that a heightened sense of responsibility and trust was expected of the individuals who held the title. So it is easy to see that they had earned this trust by their sense of good values and demonstration of sound leadership.

4. Civil War through World War I

a. Division into rates

In 1885 the dividing of enlisted men into rates from Seaman to First Class Petty Officer occurred. When looking a Navy Regulations Circular No. 41, you will see that the Petty Officer First Class category carried Chief Boatswain’s Mates, Chief Gunner’s Mates, and Chief Quartermasters. However, these were titles associated with assignment of duties not separate pay grades.

b. Establishment of Chief Petty Officer grade

It wasn’t until 1893 that the Navy established the pay grade of Chief Petty Officer.

c. Development of rating badges and the Fouled Anchor

Originally the Master-at-Arms rating badge had three chevrons, an eagle and three arcs (rockers). It was the basis for today’s CPO chevron which has a single rocker and became official in 1894.

The Fouled Anchor was first used as a cap device with the Chief Petty Officer uniform in 1905.

d. The first women Chief Petty Officers

During World War I the Secretary of the Navy authorized the enlistment of women in the Navy. They were designated Yeoman (F) and came to be called, Yeomanettes.

Loretta Perfectus Walsh may be the first Yeoman (F). She was sworn in on 21 March 1917 as a Chief Yeoman.

e. First woman’s uniform

The first enlisted woman’s uniform was comprised of a single breasted coat, blue in winter and white in summer, long gull bottomed skirts and a straight-brimmed Sailor hat, blue felt in winter and white straw in summer, black shoes, and stockings.

f. The first CPOs awarded the Medal of Honor as Chiefs

The Navy and Marine Corps' Medal of Honor is our country's oldest and continuously awarded decoration. From the beginning CPOs exemplified the values and true dedication to duty that continues to characterize the Chief Petty Officers today. A few of our past heroes are:

- 1) Chief Boatswain's Mate John McCloy awarded the Medal of Honor (2nd award) on 4 December 1915 for heroism in leading three picket launches along the Vera Cruz sea front to draw away enemy fire allowing the rescue of men on the shore.
- 2) Chief McCloy's first Medal of Honor award was earned when he was a Coxswain during the relief expedition of the Allied forces in China in June 1900.
- 3) Chief Watertender Eugene P. Smith awarded the Medal of Honor on 8 February 1916 while onboard the USS Decatur for repeatedly entering damaged compartments after an explosion onboard, locating and rescuing injured shipmates.

5. The end of World War I through World War II

a. Division into pay grades

Formal structuring of the pay grades occurred in 1920. Instead of being paid by job description the grades were established by rank from Seaman Apprentice to Chief Petty Officer.

b. CPO berthing and messes

It is due to the unique position CPOs fill that it became a necessity for them to have separate berthing and messing. Not only is it a new privilege that goes with seniority and advancement but it also allows the crew to see us in our new role in the leadership and structure of the command.

c. The reason for Charge Books

During WWII, COs were authorized to advance and promote deserving and qualified Sailors to CPO. Chiefs began to direct First Class Petty Officers to prepare themselves by recording information passed down by the Chiefs to PO1s about additional responsibilities, technical aspects of various ratings, leadership, accountability, and support of the chain of command. This form of professional development was the original "Charge Book."

d. CPOs carrying on a strong sense of values

Again during the WWII era, we see our fellow Chiefs carrying on their extreme sense of responsibility and demonstrating courage in the face of danger by laying down their lives for their shipmates.

- 1) Chief Watertender Oscar Verner Peterson awarded the Medal of Honor for extraordinary courage and conspicuous heroism above and beyond the call of duty while in charge of a repair party during an attack on the USS Neosho by enemy Japanese aerial forces on 7 May 1942. Lacking assistance because of injuries to the other members of his repair party and severely wounded himself, Peterson, with no concern for his own life, closed the bulkhead stop valves and in doing so received additional burns which resulted in his death.
- 2) Chief Watertender Peter Tomich awarded the Medal of Honor for extraordinary courage and disregard of his own safety, during the attack on the Fleet in Pearl Harbor by the Japanese forces on 7 December 1941. Although realizing that the ship was capsizing, as a result of enemy bombing and torpedoing, Tomich remained at his post in the engineering plant of the USS Utah, until he saw that all boilers were secured and all fire room personnel had left their stations, and by so doing lost his own life.

6. After World War II to Present Day

a. Senior Chief and Master Chief Petty Officers

The pay grades of E-8 and E-9, Senior Chief and Master Chief Petty Officer, were created in 1958. Selected Chief Petty Officers were promoted to Senior Chief and Master Chief.

b. Fouled Anchor as a Collar Device

In 1959 the Fouled Anchor as a collar device become an official part of the CPO uniform.

c. The First Master Chief Petty Officer of the Navy

The position of Master Chief Petty Officer of the Navy was created in 1967 and Master Chief Gunners' Mate Delbert D. Black was selected as the first Master Chief Petty Officer of the Navy.

d. Caretakers

Chief Petty Officers are the caretakers of our history and traditions. History and traditions play a major role in how we operate as Chiefs today. You should have an understanding of their origin and strive to live up to the proud traditions of service in the U.S. Navy.

e. How History and Traditions formed today's Core Values

It is easy to see through the time honored history and traditions of the Chief Petty Officer how Chief Petty Officers have shaped today's Navy. They have done this through their Honor, Courage, and Commitment.

7. Summary

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INFORMATION SHEET 1-2 HISTORY OF THE CHIEF PETTY OFFICER GRADE

A. INTRODUCTION:

Information sheet 1-2 is designed to assist the student in understanding the history of the Chief Petty Officer.

B. REFERENCES:

1. Tucker, Lester B. Vol. 32, No. 1. News Letter of the Naval Historical Foundation and the Naval Historical Center, Spring-Summer 1993.

C. INFORMATION:

HISTORY OF THE CHIEF PETTY OFFICER GRADE

by

CWO-4 Lester B. Tucker, USN Retired

It is a sure bet that one of the proudest days, if not the proudest, in an individual's naval service is the date on which a first class petty officer (PO1) dons the uniform and is accepted into the Chief Petty Officer community. At the time of such promotion the leadership and professional abilities displayed while serving as a PO1 had been recognized by your seniors, two qualities which continue to be honed with experience and maturity until the day of retirement.

This article covers the history of the grade of Chief Petty Officer (CPO). If some of the information seems familiar it is due to the fact that a portion of the information being presented was contained in "The Students Journal for the Chief Petty Officers - Indoctrination Course".

It is necessary to regress back to the original Federal Navy structure to establish the foundation of relative grades and classifications leading to the ultimate establishment of the CPO grade. Interestingly, you must look back to the Revolutionary War to discover that one Jacob Wasbie, a Cook's Mate, serving aboard the very first Continental Navy warship, the "Alfred", to note that he was promoted to "Chief" Cook on June 1, 1776. "Chief Cook" is construed to mean Cook or "Ships" Cook which was the official rating title at the time. This is the earliest example of the use of "Chief" located to date by the author.

The Federal Navy was originally authorized by the Act of March 27, 1794. The fledgling navy was to consist of four forty-four gun vessels and two ships of thirty-six guns and of course the necessary personnel to man same. The action taken by Congress on that date was based upon the need to counter the piratical Algerian situation. However, prior to completing any of the vessels a treaty was reached between the United States and Algeria, and the act was allowed to expire. Under the Act of July 1, 1797, a date now considered by many historians as the true birth-date of the Federal or U.S. Navy, the construction, or completion of only three frigates was directed. Those ships were the "Constitution" and "United States" each at forty four guns and the

“Constellation” mounting 36 guns. First and last named ships are on exhibit at Boston and Baltimore respectively. Personnel, by rating and numbers, allowed to the two sizes of warships were the same in both acts and consisted of the following: Petty Officers, who were appointed by the Captain, 1 Captain’s Clerk, 2 Boatswain’s Mates, 1 Coxswain, 1 Sailmaker’s Mate, 2 Gunner’s Mates, 1 Yeoman of the Gun Room, 9 Quarter Gunners (11 for the two larger vessels), 2 Carpenter’s Mates, 1 Armorer, 1 Steward, 1 Cooper, 1 Master at Arms, and 1 Cook.

Non Petty Officers, as listed in the 1797 Act, were named as 150 Seamen and 130 Midshipmen and 90 Ordinary Seamen for the larger frigates whereas the numbers for the “Constellation” were set at 130 Midshipmen and Able Seamen and 90 Ordinary Seamen. None of those figures included the U.S. Marines. Those numbers were 3 Sergeants, 3 Corporals, 1 Drummer, 1 (Fif-r), and 50 Marines (Privates) for the larger ships. The 36 gun frigate was allowed 1 less Sergeant and Corporal and 40 vice 50 Marines.

Generally speaking, precedence of Petty Officers was not really introduced until U.S. Navy Regulations, approved on February 15, 1853, was published. It must be pointed out that those Regulations were declared invalid on May 3, 1853 by the Attorney General and rescinded only due to the fact that the President rather than Congress approved of them. However, this doesn’t mean that the information and the guidelines contained therein were inaccurate. Conversely, the Secretary of the Navy submitted a set of Naval Regulations for Congressional acceptance on December 8, 1858 which body never did take the time to approve. Based upon pay tables of the period, the information therein, like the Regulations of 1853, appear to have contained the then current rating structure.

Prior to 1853, one could possibly establish a quasi-precedence of ratings based upon the sequence in which ratings were listed within complement charts backed by the differences of the amount of pay given to various petty officers. Another issue to be considered is the fact that the petty officer’s name who appeared on the muster rolls first could generally be considered senior to another of equal rating. Precedence of ratings was explicitly contained in Navy Regulations approved on March 12, 1863. At this point is a good time to review the early Civil War Petty Officer Rating Structure just prior to the official usage of “Chief” with rating titles. Petty Officers were listed under two categories - Petty Officers of the Line and Petty Officers of the Staff.

MARCH 12, 1863Petty Officers of the Line

1. Master's Mates - not warranted
2. Boatswain's Mates
3. Gunner's Mates
4. Coxswains to Commanders in Chief
5. Captains of the Forecastle
6. Quartermasters
7. Quarter Gunners
8. Captains of the Maintop
9. Captains of the Foretop
10. Captains of the Hold
11. Captains of the Mizzen top
12. Coxswains
13. Captains of the Afterguard

Petty Officers of the Staff

- Master at Arms
 - Yeomen
 - Surgeon's Stewards
 - Paymaster's Stewards
 - Masters of the Band
 - Schoolmasters
- Ship's Corporals
- Armors
- Painters
- Carpenter's Mates
- Sailmaker's Mates
- Firemen, First Class
- Coopers
 - Ship's Cooks
 - Armorer's Mates
- Stewards to Commander in Chief
 - Cabin Stewards
 - Wardroom Stewards
- Cooks to Commander in Chief
 - Cabin Cooks
 - Wardroom Cooks

To provide a sound understanding of precedence, the paragraph on page 7 of the 1863 Regulations is hereby quoted: Precedence among Petty Officers of the same rate, if not established particularly by the commander of the vessel, will be determined by priority of rating. When two or more have received the same rate on the same day, and the commander of the

vessel shall not have designated one of that rate to act as a Chief, such as Chief Boatswain's Mate, Chief Gunner's Mate, or Chief of Signal Quartermaster, their precedence shall be determined by the order in which their names appear on the ship's books. "And precedence among Petty Officers of the same relative rank is to be determined by priority of rating; or in case of rating being of the same date, by the order in which their names appear on this ship's books." That lengthy paragraph was shortened in 1865 regulations to simply read; "Precedence among Petty Officers of the same rate shall be established by the Commanding Officer of the vessel in which they serve."

Precedence by rating was a fact of Navy life for the next 105 years and was basically substantiated by rating priority and the date of an individual's promotion. Precedence for ratings remained in effect until the issue of Change #17 of August 15, 1968 to the 1959 Bureau of Naval Personnel (Bupers) Manual.

It is emphasized that during this author's 27-1/2 years of naval service that I, as well as many others, have been audience to an appreciable number of boiling point arguments on the ship's fantail and in the Chiefs' messes concerning seniority of ratings. As you can determine from the foregoing information Boatswain's Mates have not always been the senior rating in the Navy. However, if you try to enlighten some of them they will usually get their dander up and argue until red in the face. For Aviation Machinist's Mates it is noted that likewise they have not always been the senior rating within the Aviation Branch. During the periods of 1927 to 1933 and from 1942 to 1948 the rating of Aviation Pilot topped the mechs as well as all other aviation ratings.

It is not the intention of this synopsis to prevent an extended dissertation on individual ratings. However, at this point clarification of a long standing controversy and its resultant misconceptions regarding the Chief Boatswain's Mates, Chief Gunner's Mates, and Chief or Signal Quartermasters of 1864 - 1893 era is of utmost necessity. Those three ratings have at one time or another been erroneously identified and argued as being Chief Petty Officers. General Order 36 of May 16, 1864, effective July 1, 1864, listed Navy ratings along with monthly pay for each rating. Among the ratings shown therein were the rates of Chief Boatswain's Mate, Boatswain's Mate in Charge, Boatswain's Mate, Chief Gunner's Mate, Gunner's Mate in Charge, Gunner's Mate, Chief Quartermaster and Quartermaster. Boatswain's Mates and Gunner's Mates received \$27.00 monthly and Quartermasters, \$25.00. Chief Boatswain's Mates and Chief Gunner's Mates were paid \$30.00 per month and were listed for service only aboard vessels of the 1st and 2nd rates. Chief Quartermasters were paid the same except for a \$2.00 reduction while serving in ships of the 3rd and 4th rates. Boatswain's Mates in Charge and Gunner's Mates in Charge were also paid \$30.00 per month.

The primary difference between the Chief Boatswain's Mate and Boatswain's Mate in Charge and the Chief Gunner's Mate and Gunner's Mate in Charge lay in their assignment. Chief Boatswain's Mate and Chief Gunner's Mates were permitted aboard ships of the first two classes of vessels (1st and 2nd rates with 100 or more crewmen). The Boatswain's Mate in Charge and the Gunner's Mates in Charge could be assigned to any of the four classed vessels (1st, 2nd, 3rd, and 4th rates) and specifically only when a Warrant Boatswain or Warrant Gunner was not assigned to the ship. Boatswain's Mates in Charge and Gunner's Mates in Charge remained with the rating structure for only 5 years. They are last listed in the pay table included in the Navy

register for July 1, 1869 - having been eliminated therefrom with the issue of January 1, 1870. Thereafter and according to complements set in 1872 Chief Boatswain's Mates and Chief Gunner's Mates were assigned to vessels of all four classes. Then five or so years later, by the allowance list of 1877, they were assigned only to ships without a warranted Boatswain or Gunner.

Previously quoting the 1863 Regulations covering precedence in the title of Chief of Signal Quartermaster was mentioned and requires a considerable amount of explanation.

The nomen of Signal Quartermaster was utilized from at least the early 1800's. The title identified those Quartermasters who were principally involved with signaling and the care of flags, halyards, markers, lanterns and other paraphernalia as opposed to Quartermasters mainly concerned with navigational and steering duties. During the years of 1863 to 1865 the rating titles of Chief Quartermaster and Signal Quartermaster were basically synonymous. Further, the 1863 Navy Regulations and the 1864 pay order did not present a distinction between those two titles.

In 1865, by U.S. Navy Regulations approved April 18, 1865, under Petty Officers of the line, delineation between Quartermaster, not Chief Quartermaster which is never listed, and Signal Quartermaster is presented. Signal Quartermaster is listed as #3 in precedence (after Gunner's Mate) whereas Quartermaster is indicated as #6 (after Coxswain to Commander in Chief "for a Squadron or Fleet"). Those two ratings continued to be carried in successive issues of Navy Regulations until 1885. It is pointed out that Signal Quartermaster is never listed as a separate rate from Chief Quartermaster in the pay tables covering those 20 years. Therefore the title of Signal Quartermaster, instead of Chief Quartermaster, can be considered as the official title from April 18, 1865 to January 8, 1885. The title of Chief Quartermaster, primarily found in Navy Pay Tables for that same period, can be judged to be an alternate or common use title for Signal Quartermaster. In other directives and correspondence these two titles were often used interchangeably depending upon author.

It is necessary to reflect back to Chief Boatswain's Mates and Chief Gunner's Mates to define their exact status. Navy Regulation of 1865, 1870 and 1876, unlike the Signal Quartermaster - Quartermaster listing therein, fail to show Chief Boatswain's Mate and Chief Gunner's Mate as a different rate or level from Boatswain's Mate and Gunner's Mate respectively. It therefore follows to justify calling the Chief Boatswain's Mate and the Chief Gunner's Mates additional rates one has to depend upon General Order 36 of May 16, 1864, effective July 1, 1864, and Table of Allowances for the 1870s which lists them as rates or ratings along with Boatswain's Mate, Chief Gunner's Mate, and Chief Quartermaster or Signal Quartermasters of the 1863 - 1865 era (whether they) were or were not actually Chief Petty Officers..... They were not Chief Petty Officers simply due to the fact that the grade had not yet been created.

On January 1, 1884, at which time new pay rates became effective, there existed the three aforementioned rates carrying the word Chief, i.e.; Boatswain's Mate, Gunner's Mate, and Quartermaster all at \$35.00 per month. It is noted that several other rates were paid higher amounts - ranging from \$40.00 to \$70.00 per month.

Fifty-three weeks later on January 8, 1885, the Navy classed all enlisted personnel as, or equal to, petty officers first, second, or third class and for non-petty officers at Seaman first, second, or

third class. Chief Boatswain's Mates, Chief Quartermaster, and Chief Gunner's Mate were positioned at the Petty Officer first class level within the Seaman Class; Master-at-Arms, Apothecaries, Yeomen (Equipment, paymaster, and Engineers), Ship's Writers, Schoolmasters and Band Masters were also First Class Petty Officers but came under the Special Branch; lastly, Machinists were carried at the top grade within the Artificer Branch. Included under the Special Branch at the second class petty officer level was the rate of Chief Musician who was junior to the Band Master. That rate was changed to First Class Musician under the 1893 realignment of ratings and carried thereafter, until 1943, as a petty officer first class.

On April 1, 1893 two important steps were taken. One, most enlisted men received a pay raise or two, the grade of Chief Petty Officer was established - the question is often asked - 'Who was the first Chief Petty Officer?' The answer is flatly: "There was no first Chief Petty Officer due to the fact that nearly all ratings carried as Petty Officers First Class from 1885 were automatically shifted to the Chief Petty Officer level". Exceptions were the Schoolmasters who stayed at first class, Ship's Writers the same but expanded to include second and third class and finally Carpenter's Mates, which was carried as a second class petty officer but then extended to include Chief, First, Second and Third Class. Therefore, the Chief Petty Officer grade on April 1, 1893 encompassed the following eight rates:

<u>Seaman Branch</u>	<u>Artificer Branch</u>	<u>Special Branch</u>
Chief Master at Arms	Chief Machinist	Chief Yeoman
Chief Boatswain's Mate	Chief Carpenter's Mate	Apothecary
Chief Quartermaster		Bandmaster

Precedence among ratings was eliminated and changed to a single system for military and non-military matters based on pay grade and time in grade on July 1, 1968. For over 45 years the letters (PA) and/or (AA) were written aside the rate titles and abbreviations. Those letters stood for (Permanent Appointment) and (Acting Appointment) and were used to signify the Chief Petty Officer's status which by the way included a pay differential until 1949.

Prior to the establishment of the CPO grade, and for many years thereafter, petty officers were promoted and given Acting Appointments by the Commanding Officer of the vessel in which serving to fill vacancies in complement. Before July 1, 1903 men served various lengths of time with an acting appointment, generally six months. If his service was satisfactory the Captain recommended to the Bureau of Navigation, Bureau of Personnel (BUPERS) from October 1, 1942, that the individual be given a permanent appointment for the rate in which serving. Otherwise the Commanding Officer could reduce the individual to the grade or rate held prior to promotion if serving with an acting appointment.

The following is quoted from a General Order dated June - 1903 which became effective on July 1, 1903. "Chief Petty Officers whose pay is not fixed by law and who shall receive permanent appointments after qualifying therefore by passing such examination as the Secretary of the Navy may prescribe shall be paid at the rate of \$70.00 per month." Pay for the Petty Officers in 1902 ranged from \$50.00 to \$70.00 depending upon the specialty held. Pay levels for enlisted men at the time was and had been regularly established by Executive Order. One interesting fact is that from July 1, 1908, initially by the Act of May 13, 1908, the U.S. Congress has set pay for

the enlisted men. However, during the great depression President Roosevelt, by Executive Order alone, temporarily decreased the pay of all Armed forces personnel by 15% from April 1, 1933 to June 30, 1934 and 5% from July 1, 1934 to June 30, 1935.

Those CPOs holding permanent appointments dating prior to July 1, 1903 were required to requalify by standing an examination before a board of three officers. If passed they were issued a permanent appointment by the Bureau of Navigation. If serving with a permanent appointment issued prior to July 1, 1903, and provided they did not requalify, their pay remained as listed in the then current pay tables instead of increasing to the \$70.00 level.

To identify the status of permanent CPOs the words (Permanent appointment) or the letters (PA) were normally included with the individual rate title or rate abbreviation. (Such identification was discontinued on June 16, 1944.) Chief Petty Officers normally served satisfactorily for one year with an acting appointment prior to the issue of a permanent appointment. It may be noted that the time in service under an acting appointment fluctuated from time to time and certain requirements for sea service and marks were applied by the Chief of the Bureau of Naval Personnel. Chief Petty Officers serving with acting appointments were identified with those words or letters (AA) next to their rate title or abbreviation until April 2, 1948. From that date the letter A was used integrally with the rate abbreviation, i.e.; Chief Boatswain's Mate Acting Appointment was abbreviated as CBMA. Pay grade 1-A no longer signified Acting Appointment for Chief Petty Officers after October 1, 1949 as affected by the Career Compensation Act of October 12, 1949. From thereon CPOs received the same amount of pay regardless of whether they had a permanent appointment or an acting appointment.

The change in status from Acting to Permanent Appointment was always a "breath easier" occurrence. This meant that the Division Officer could not reduce you to First Class if you messed up. It took a court-martial and the Bureau's authorization to be demoted from Permanent Appointment Chief. (On November 1, 1965 Acting Appointments were dropped from use.)

Before moving on to the Senior and Master Chiefs, the issue of pay grades should be clarified. The Act of May 18, 1920, effective January 1, 1920, standardized pay at all levels from the lowest non-rated grade, which was Apprentice Seaman, through Chief Petty Officer. Base pay established for Permanent Appointment Chiefs was \$126.00 per month and those with an Acting Appointment at \$99.00. (Such pay rates remained effective until June 1, 1942. Under the Act of June 16, 1942, pay was increased to \$138.00 and \$126.00 for CPOs with Permanent and Acting Appointments respectively.) Two years later, by the Act of June 10, 1922 which became effective July 1, 1922, the pay grades of 1 and 1-A to 7 were established. Chief Petty Officers (PA) and Mates were carried in pay grade 1 whereas Chiefs with Acting Appointments were listed in pay grade 1-A. On October 1, 1949, by the Career Compensation Act of October 12, 1949, pay grades were reversed and the letter E, for enlisted, was added setting all Chief Petty Officers at E-7 vice grades 1 and 1-A.

With the 1959 Amendment to the Career Compensation Act of 1949, the pay grades of E-8 and E-9 were created effective June 1, 1958. Eligibility for promotion to E-8, the Senior Chief level, was restricted to Chiefs (Permanent Appointment) with four years in grade and a total of ten years of service. For elevation from E-7 to Master Chief E-9, a minimum of six years service as a Chief Petty Officer with a total of 13 years service behind them was required. The E-8 and E-9

levels included all ratings except Teleman and Printer which at the time were being phased out of the Naval rating structure. Personnel holding those ratings were in the process of being absorbed or converted to Yeoman or Radioman from Teleman and primarily to Lithographer from Printer. Service wide examinations for outstanding Chiefs were held on August 5, 1958 with first promotions becoming effective on November 16, 1958. A few months later, from the February 1959 examinations, a second group of Chiefs were elevated to E-8 and E-9 effective on May 16, 1959. For information purposes the name of the first two groups of selectees are listed in Bureau of Naval Personnel Notices (BPN) 1430 of October 17, 1958 and May 20, 1959. It is noted that after the May, 1959 elevations that promotions to E-9 were through Senior Chief only.

On July 1, 1965 compression of several ratings at the two top grades was enforced. Created were six new rating titles, i.e.; Master Chief Steam Propulsion man, Master Chief Aircraft Maintenance man, Master Chief Avionics Technician, Master Chief Precision Instrument man, Master Chief Construction man, and Master Chief Equipment man.

Conversely, about four years later, on February 15, 1969 some decompression at the Senior and Master Chief grades transpired which eliminated Master Chief Steam Propulsion man. Decompressed were the rates of Master and Senior Chief Torpedo man's Mate, Quartermaster, and Storekeeper. Seven ratings were re-established at the E-8 and E-9 grades presenting the opportunity for Chiefs to gain advance within their specialty to E-9. The seven effected ratings were Signalman, Mineman, Aircrew, Survival Equipment man, Aviation Storekeeper, Aviation Maintenance Administration man, and Boiler Technician.

The only substantial rating changes of recent implementation that has had an effect on the Chief Petty Officer community occurred on January 1, 1991. Anti-submarine Warfare Technician, Aviation Fire Control Technician, and the Aviation Electronics Technician ratings at the E-3 (apprenticeship) and E-4 through the E-8 petty officers grades were merged into the single rating of Aviation Electronics Technician. Secondly, the rating of Avionics Maintenance Technician (E-9 only) remains as the normal path of advancement from the rates of Senior Chief Aviation Electronics Technician and Senior Chief Aviation Electrician's Mate. That action, of course, eliminated two ratings from the rating structure of the U.S. Navy.

The current number of ratings (listed) in which Chief Petty Officers serve falls far short of the numbers listed at the end of World War II which totaled 207 different rating titles. At the present time (April 1991) there are 81 rating titles that apply to Chief Petty Officer, 80 titles for Senior Chiefs and 69 rating titles for Master Chief.

TABLE 1-1
U.S. NAVY REGULATION CIRCULAR NO. 41

GENERAL ORDERS AND CIRCULARS				
EXECUTIVE MANSION, December 31, 1884				
The Executive Order of November 5, 1883, is hereby modified as follows:				
The ratings of 1st, 2nd, and 3rd class machinist are abolished, and hereafter there will be one rating of machinist in the Navy, with the pay of \$70.00 a month.				
New ratings are hereby established as follows:				
RATING				Monthly Pay
Boiler maker				\$60.00
Water tender				38.00
Oilers.....				36.00
Chief musician				36.00

CHESTER A. ARTHUR				
January 8, 1885				
The following classification of petty officers and enlisted men in the Navy, and of non-commissioned officers, musicians, and privates in the Marine Corps, is hereby adopted.				
WM E. CHANDLER, Secretary of the Navy				

CLASSIFICATION				
	SEAMAN CLASS	SPECIAL CLASS	ARTIFICER CLASS	MARINES
PETTY OFFICER 1ST CLASS	Chief Boatswain's Mates Chief Quartermasters Chief Gunner's Mates	Masters-at-Arms..... Equipment Yeoman Apothecaries Paymaster's Yeoman Engineers Yeoman Ship's Writers School Masters Band Masters Machinists	Sergeant Majors 1st Sergeants
PETTY OFFICER 2ND CLASS	Boatswain's Mates Quartermasters Mates Coxswains to Commander-in-Chief	Ship's Corporals Ship's Cooks Chief Musicians	Boilermakers Armors Carpenter's Mates Blacksmiths Sailmaker's Mates Water Tenders	Sergeants
PETTY OFFICER 3RD CLASS	Captains of Forecastle Captains of Main Top Captains of Mizzen Top Captains of Afterguard Coxswains Quarter-Gunners Seamen-Gunners	Captain of Hold	Printers Painters Oilers	Corporals
SEAMAN 1ST CLASS	Seamen Seamen-Apprentices, 1st class	Lamplighters Jacks-of-the-Dust Buglers Musicians, 1st class Tailors Barbers	Firemen, 1st class Carpenters Calkers	Musicians Orderlies
SEAMAN 2ND CLASS	Ordinary Seamen Seamen-Apprentices, 2d class	Baymen Musicians	Firemen, 1st class	Privates
SEAMAN 3RD CLASS	Landsmen Apprentices, 1st class Apprentices, 2d class Apprentices, 3d class Boys		Coal Heavers	
MESS - MEN ----- Stewards, cooks, and attendants				

TABLE 1-2
U.S. NAVY CIRCULAR NO. 1

<p align="right">NAVY DEPARTMENT WASHINGTON, D.C., MARCH 13, 1893</p> <p>The following classification of petty officers and enlisted men in the Navy, and of the non-commissioned officers, musicians and privates in the Marine Corps, is hereby adopted, to take effect on and after April 1, 1893:</p> <p align="center">CLASSIFICATION</p> <p align="center">CHIEF PETTY OFFICER</p>			
SEAMAN BRANCH	ARTIFICER BRANCH	SPECIAL BRANCH	MARINES
Chief Master-at-Arms Chief Boatswain's Mate Chief Gunner's Mate Chief Quartermaster	Machinist Chief Carpenter's Mate	Yeomen Apothecaries	Sergeant Majors First Sergeants in charge of guard
PETTY OFFICER, FIRST CLASS			
Master-at-Arms, 1st Class Boatswain's Mate, 1st Class Gunner's Mate, 1st Class Quartermaster, 1st Class Schoolmaster	Boilmakers Carpenter Blacksmith Plumbers and Fitters Sailmakers Mate Carpenter's Mate, 1st Class Water Tender	First Musician Writers, 1st Class	First Sergeants
PETTY OFFICER, SECOND CLASS			
Master-at-Arms, 2nd Class Boatswain's Mate, 2nd Class Quartermaster, 2nd Class	Carpenter's Mate, 2nd Class Printers Oilers	Writers, 2nd Class	Sergeants
PETTY OFFICER, THIRD CLASS			
Master-at-Arms, 3rd Class Coxswain Gunnery Mate, 3rd Class Quartermaster, 3rd Class	Carpenter's Mate, 3rd Class Painters	Writers, 3rd Class	Corporals

TABLE 1-3
GENERAL ORDER NO. 409

<p align="center">NAVY DEPARTMENT WASHINGTON, February 25, 1893</p> <p>The following Executive Order is published for the information and guidance of all persons concerned.</p> <p align="center">B.F. TRACY, Secretary of the Navy</p> <p>EXECUTIVE MANSION, WASHINGTON, D.C., February 25, 1893</p> <p>On and after the 1st day of April, 1898, the pay of the Petty Officers and other enlisted men of the Navy shall be of any enlisted man during his present enlistment, below the rate or pay at which he was enlisted, or in which he is now serving, unless he shall be reduced in rating as provided by law or regulations:</p>			
RATING	Monthly Pay	RATING	Monthly Pay
Chief Master-at-Arms	\$65.00	Painters	\$30.00
Chief Boatswains' Mates	50.00	Carpenters' Mates, third class	30.00
Chief Gunners' Mates	50.00	Firemen, first class	35.00
Chief Quartermasters	50.00	Firemen, second class	30.00
Masters-at-Arms, first class	40.00	Shipwrights	25.00
Boatswains' Mates, first class	40.00	Sailmakers	25.00
Gunners' Mates, first class	40.00	Coal Passers	22.00
Quartermasters, first class	40.00	Bandmasters	52.00
Schoolmasters	40.00	Yeomen	60.00
Masters-at-Arms, second class	35.00	Apothecaries	60.00
Boatswains' Mates, second class	35.00	Writers, first class	35.00
Gunners' Mates, second class	35.00	First Musicians	36.00
Quartermasters, second class	35.00	Writers, second class	30.00
Masters-at-Arms, third class	30.00	Writers, third class	25.00
Coxswains (1)	30.00	Musicians, first class	32.00
Gunners Mates, third class	30.00	Musicians, second class	30.00
Quartermasters, third class	30.00	Buglers	30.00
Seamen Gunners	26.00	Baymen	18.00
Seamen (2)	24.00	Ships' Cooks, first class	35.00
Apprentices, first class	21.00	Ships' Cooks, second class	30.00
Ordinary Seamen	19.00	Ships' Cooks, third class	25.00
Apprentices, second class	15.00	Ships' Cooks, fourth class	20.00
Landsmen (3)	16.00	Stewards to Commanders-in-Chief	45.00
Apprentices, third class	9.00	Stewards to Commandants	45.00
Machinists	70.00	Cabin Stewards	37.00
Chief Carpenters' Mates	50.00	Wardroom Stewards	37.00
Boilmakers	60.00	Steerage Stewards	25.00
Coppersmiths	50.00	Warrant Officers' Stewards	24.00
Blacksmiths	50.00	Cooks to Commanders-in-Chief	40.00
Carpenters' Mates, first class	40.00	Cooks to Commandants	40.00
Plumbers and Fitters	45.00	Cabin Cooks	32.00
Water Tenders	38.00	Wardroom Cooks	32.00
Sailmaker's Mates	40.00	Steerage Cooks	22.00
Oilers	36.00	Warrant Officers' Cooks	20.00
Carpenters' Mates, second class	35.00	Mess Attendants	16.00
Printers	35.00		
<p>(1) Coxswains detailed as Coxswains of steam launches, or as Coxswains to Commanders-in-Chief shall receive five dollars per month in addition to their pay.</p> <p>(2) Seamen in charge of Holds shall receive five dollars per month in addition to their pay.</p> <p>(3) Landsmen assigned to duty as Jacks-of-the-Dust or as Lamplighters shall receive five dollars per month in addition to their pay.</p> <p align="right">BENJ. HARRISON</p>			

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INFORMATION SHEET 1-3 THE FOULED ANCHOR

A. INTRODUCTION:

Information Sheet 1-3 is designed to assist the student in understanding the Origin of the Fouled Anchor.

B. REFERENCES:

1. Naval Heritage. Direct Line, Vol. 17, No. 4, June - July 1997.

C. INFORMATION:

THE FOULED ANCHOR

Somewhere back in early days of Naval Draftsmen, Sailors with artistic ability produced the well-known design which shows an anchor with its chain hopelessly fouled around the shank and arms. It seems very strange that the navies of the world should use as an insignia the one item that is the abomination of all good ocean going Sailors. How such a design could win approval is beyond comprehension. But the fact remains that the sign of the Fouled Anchor has become an emblem well known throughout the entire world.

This anchor is the emblem of the rate of a **CHIEF PETTY OFFICER** of the **UNITED STATES NAVY**. Attached to the anchor is a length of chain and the letters "U.S.N." These identify a Chief Petty Officer of the United States Navy. To a Chief the letters and anchor have a noble and glorious meaning.



The "U" stands for unity, which reminds us of cooperation, maintaining harmony, and continuity of purpose and action.

The "S" stands for service, which reminds us of service to our God, our fellow man, and our Navy.

The "N" stands for navigation, which reminds us to keep ourselves on a true course so that we may walk upright before God and man, and in our transactions with all mankind, but more importantly, with our fellow Chiefs.

The **"Chain"** is symbolic of flexibility, and it reminds us of the chain of life that we forge day by day, link by link. May it continually be forged with honor, courage, morality and virtue.

The **"Anchor"** is emblematic of the hope and glory, or of the fulfillment of God's promises to our souls. It is the golden and precious Anchor, by which we must keep steadfast in the faith and encouraged to abide in our proper station amidst the storm of temptation, affliction, and persecution.

INFORMATION SHEET 1-4 THE HISTORY OF THE CPO CHARGE BOOK

A. INTRODUCTION:

Information sheet 1-4 is designed to assist the student in understanding the Origin of the Charge Book.

B. REFERENCES:

1. Naval Heritage. Direct Line, Vol. 7, No. 4, June - July 1997

C. INFORMATION:

THE HISTORY OF THE CPO CHARGE BOOK

Helped determine “Deserving and qualified for advancement”

During World War II, Commanding Officers were authorized to advance and promote deserving and qualified Sailors to the highest enlisted rank of Chief Petty Officer. The determination of "deserving and qualified" could be difficult for the Commanding Officer. The situation also presented challenges to the Sailor who aspired to attain a Chief's rating. How to best prepare?

How to plan and track preparation? How to best display your qualification? From these dilemmas sprang the original charge books.

Chiefs began to direct First Class Petty Officers to prepare themselves to assume the additional responsibilities by recording all the details of those responsibilities. Professional libraries on ships were generally nonexistent or poorly stocked. Much had to be learned directly from conversations with the Chiefs themselves and taken down to be studied later. In addition to the technical aspects of the various ratings, Chief Petty Officers also talked to the First Class aspirants about leadership, accountability, supporting the chain of command, and other professional subject matter often using personal experiences to illustrate how something should (or should not) be done. The collection of notes and study material eventually came to be called by some a “Charge Book” perhaps, because the Petty Officers who kept them were their “charges” (entrusted to their care) for professional development or perhaps because the entries included “charges” (authoritative instructions or tasking of a directive nature).

Today's “Charge Book” then is a great tradition which has its roots in a magnificent period of our history. We have preserved it and have returned it to its original purpose. Today's “Charge Book” is not “entertainment”, and it is not a vehicle for hazing, however mild. It is valid and valuable and must be so treated by all concerned. Even better, when CPO initiation season is over, it becomes a treasured keepsake and the repository for the accumulation of the most precious photos and mementos of our career.

**INFORMATION SHEET 1-5
HISTORY OF THE MASTER CHIEF PETTY OFFICER OF THE NAVY**

A. INTRODUCTION:

Information sheet 1-5 is designed to assist us in understanding the history of the position of MCPON.

B. REFERENCES:

1. Christ, Charlotte D. Winds of Change: The History of the Master Chief Petty Officer of the Navy 1967-1992. Naval Historical Center, 1992.

C. INFORMATION:

MASTER CHIEF PETTY OFFICERS OF THE NAVY

Though in the works for many years, the position formally was established as “Senior Enlisted Advisor of the Navy” in January 1967. Its title officially was changed to “Master Chief Petty Officer of the Navy” three months later. The individual rating specially marks for the MCPON was replaced by an inverted star in 1971.

These individuals have served as Master Chief Petty Officer of the Navy:

Name	Tenure
Master Chief Gunner’s Mate Delbert D. Black	Jan. 1967 - Apr. 1971
Master Chief Aviation Machinist Mate John “Jack” Whitter	Apr. 1971 - Sep. 1975
Master Chief Operations Specialist Robert Walker	Sep. 1975 - Sep. 1979
Aviation Master Chief Thomas S. Crow	Sep. 1979 - Oct. 1982
Master Chief Avionics Technician Billy C. Sanders	Oct. 1982 - Oct. 1985
Master Chief Operations Specialist William H. Plackett	Oct. 1985 - Sep. 1988
Master Chief Aviation Electronics Technician Duane R. Bushey	Sep. 1988 - Aug. 1992
Master Chief Electronics Technician (SW) John Hagan	Aug. 1992 - Mar. 1998
Master Chief Machinist Mate (SS/SW/AW) James L. Herdt	Mar. 1998 - Present

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